



BY EMAIL AND FIRST-CLASS MAIL

August 6, 2020



RE: Letter of Response for Grievance #3788 filed on February 12, 2020

Dear [REDACTED],

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations and Chapter 4, Subtitle 5-E, Section 405 of the District of Columbia Municipal Regulations, DC Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its investigation of the above referenced grievance.

**Grievance Issues**

Based on a review of the information provided, the written grievance raised the following issues under the jurisdiction of this office:

1. **5-B DCMR 2405.1 (d) & 2405.1 (e)** Where it is alleged that there has been a violation of Title VI of the Civil Rights Act of 1964 which prohibits discrimination on the basis of race, color, and national origin; and the D.C. Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race and color.
  - a. It was alleged that Student A has used racially discriminatory language towards [REDACTED] while at [REDACTED].

**Investigative Procedure**

The investigation included interviews with the following individuals:

1. Parent, [REDACTED]
2. Student, [REDACTED]
3. Student A
4. Teacher, [REDACTED]
5. Assistant Principal, [REDACTED]
6. Principal, [REDACTED]

The investigation also included review of the following documents which were either submitted by the complainant, submitted by the school, or accessible via DCPS data systems: n/a

**General Findings of Fact**

The following findings of fact resulted from the investigation:

1. During an interview, [REDACTED] reported that during Theatre class, the students had to prepare for a “fade to black” performance. It was during this time that Student A said [REDACTED] when addressing Student B. Later, students participated in a game called “Telephone” in which, the final message at the end of the game was

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- ██████████. The term ██████████ is defined by Merriam-Webster as ██████████ ██████████.
- When asked about Student A's ██████████ comments, ██████████ stated that ██████████ ██████████. However, ██████████ stated that the comments were upsetting and hurtful.
  - It was also reported that Student A made discriminatory comments when the students were in the 6<sup>th</sup> grade. ██████████ could not recall exactly what Student A would say but says, ██████████ ██████████.
  - ██████████ denied hearing Student A use ██████████. ██████████ did not report to witnessing Student A use any other racial slurs or discriminatory language.
  - During phone call on ██████████, a DCPS CARE representative contacted you to assess if there were any additional information that ██████████ wanted to share allegations that Student A used racial slurs towards ██████████. You stated that there was no additional information to share.

### Discussion/Conclusion

- DCPS finds that violations of **5-B DCMR 2405.1 (d) & 2405.1 (e)** are unable to be substantiated. DCPS found the reported claims of Student A using racially insensitive language amongst students to be credible. However, based on the information gathered during this investigation, DCPS CARE did not find evidence to support the allegation that Student A has personally discriminated against ██████████. In an interview, ██████████ did not report to being addressed personally in a discriminatory manner from Student A. Additionally, DCPS CARE made contact with approximately 21 individuals (students and parents) regarding the allegations of this grievance. DCPS CARE found no information to support the allegation that Student A has discriminated against or used a racial slur towards ██████████.

DCPS has taken the following actions below to address this incident:

- Before the start of school year ██████████, the entire ██████████ administration, teachers, and staff will participate in a Title VI training conducted by the DCPS CARE team.

As the complainant, if you are not satisfied with the outcome, you have the right to file an appeal. Appeals must be submitted in writing and received within 10 calendar days of receipt of this notice. Please submit appeal requests to the Office of Integrity via U.S. Postal Mail to 1200 First St., NE, 10<sup>th</sup> Floor; Attn: CIO or via email at [dcps.cio@k12.dc.gov](mailto:dcps.cio@k12.dc.gov). You may also contact the U.S. Department of Education, Office for Civil Rights (1-800-421-3481) to report any educational discrimination.

If you have further questions, please do not hesitate to contact us at [dcps.care@k12.dc.gov](mailto:dcps.care@k12.dc.gov) or 202.442.5405.

Sincerely,



Anitra Allen, Director CARE

Cc: Principal  
Instructional Superintendent